PROPOSALS:
IAFF submits the following counter proposal for 4.05 STAFFING LEVELS.

CURRENT LANGUAGE:
4.05 CONSTANT MINIMUM STAFFING LEVELS

Effective with ratification of this MOU by Local 2180 and the City Council, the constant minimum staffing level shall be Engines 3.0, Trucks 4.0, Light and Air 1.0.

Side Letter June 16, 2009 – Paragraph 8
…The City recognizes and hereby acknowledges that the staffing model of constant minimum staffing of the overtime station saves the City money. The City shall not use this staffing model against Local 2180 in the media or any public forum…

Side Letter January 14, 2011 – Paragraph 8
The City agrees that effective January 1, 2011 through the remainder of the MOU, currently set to expire June 30, 2013, there shall be constant minimum staffing for IAFF represented Fire Suppression employees of 38 employees per day, consisting of 2 Operational Battalion Chiefs, 11 Captains, 11 Engineers, 14 Firefighters. The above staffing shall be 1 Captain, 1 Engineer, and 1 Firefighter on Engines; 1 Captain, 1 Engineer, and 2 Firefighters on Trucks; and 1 Captain, 1 Engineer, and 2 Firefighters on USARs. If the City decides to place an additional Firefighter to an Engine, it shall raise the constant minimum staffing per day accordingly. Additionally, the City agrees not to cross-staff Trucks or USARs. The City, while otherwise reserving an and all rights to issue and implement layoffs, shall not implement layoffs that violate the terms set forth in this paragraph.

Side Letter January 14, 2011 – Paragraph 9
The City agrees that the minimum staffing level for IAFF represented employees in the Training Division shall be no less than three (3) full time employees, consisting of (1) Captain and (2) Engineers from January 1, 2011 to June 30, 2011 and thereafter from July 1, 2011 to June 30, 2012 the minimum staffing shall consist of two (2) Captains and (1) Engineer. An Engineer position shall remain vacant, but may be filled by the City, in its

sole discretion. Beginning March 1, 2012 to May 30, 2012, IAFF may request to meet and confer on extending the aforementioned minimum staffing for IAFF represented employees in the Training Division until June 30, 2013. If a vacancy occurs in the aforementioned staffing level for IAFF represented employees in the Training Division by reason of voluntary separation from City service, the City is not required to fill that position and the minimum staffing level shall be reduced accordingly. The City, while otherwise reserving any and all rights to issue and implement layoffs, shall not implement layoffs that violate the terms set forth in this paragraph.

Side Letter January 14, 2011 – Paragraph 10
The City agrees that the minimum staffing level for IAFF represented employees in the Prevention Division shall be no less than seven (7) full time employees, consisting of one (1) Fire Prevention Engineer/Fire Investigator; one (1) Senior Fire Inspector/Fire Investigator; and five (5) Fire Inspector I/Fire Investigator or five (5) Fire Inspector II/Fire Investigator or any combination thereof from January 1, 2011 to June 30, 2012. Beginning March 1, 2012 to May 30, 2012, IAFF may request to meet and confer on extending the aforementioned staffing level for IAFF represented employees in the Prevention Division until June 30, 2013. If a vacancy occurs in the aforementioned staffing level for IAFF represented employees in the Prevention Division by reason of voluntary separation from City Service, the City is not required to fill that position and the minimum staffing level shall be reduced accordingly. The City, while otherwise reserving any and all rights to issue and implement layoffs, shall not implement layoffs that violate the terms set forth in this paragraph.

CONCERN:
The side letters contain articles which were bargained in exchange for in good faith are to be placed into the MOU in appropriate articles.

PROPOSAL:
4.05 ~~CONSTANT MIMIMUM STAFFING LEVELS~~ STAFFING LEVELS

The City recognizes and hereby acknowledges that the staffing model of Constant Minimum Staffing saves the City money. The City shall not use the staffing model against Local 2180 in the media or any public forum.

I.   Constant Minimum Staffing (CMS)
       Effective with ratification of this MOU by Local 2180 and the City Council, the constant minimum staffing for IAFF represented Fire Suppression employees of 38 employees per day, consisting of (2) Operational Battalion Chiefs, (11) Captains, (11) Engineers, (14)

Firefighters. The above staffing shall be (1) Captain, (1) Engineer, and (1) Firefighter on Engines; (1) Captain, (1) Engineer, and (2) Firefighters on Trucks; and (1) Captain, (1) Engineer, and (2) Firefighters on USARs. If the City decides to place an additional Firefighter to an Engine, it shall raise the constant minimum staffing per day accordingly.

Constant minimum staffing of apparatus shall be (2) Battalion Chiefs at 1.0, (8) Engines at 3.0, (2) Trucks at 4.0, and (1) USAR at 4.0. Any additional front line apparatus placed into service during this MOU will be staffed at 4.0.
Additionally, the City agrees not to cross-staff Trucks or USARs.

II.   Minimum Staffing

A.   Training Division
Effective with ratification of this MOU by Local 2180 and the City Council, the minimum staffing for IAFF represented employees shall be: (1) Battalion Chief, (2) Fire Captains, (2) Fire Engineers, and (1) Firefighter/Paramedic.

B.   Prevention Division
Effective with ratification of this MOU by Local 2180 and the City Council, the minimum staffing for IAFF represented employees shall be: (1) Fire Prevention Engineer/Investigator, (1) Senior Fire Inspector/Investigator, and (6) Fire Inspector/Investigator I or II.

RESULTS:
Battalion Chiefs and Fire Prevention employees are included in the proposed language into the MOU as previously bargained.
Constant Minimum Staffing is the model that continues to save the City money and therefore the model which Local 2180 supports.
Minimum Staffing levels are consistent with departments locally and represent the accepted minimum safe staffing levels for each listed apparatus.